

Iowa Association of School Boards
Memorandum

To: File
From: Maxine Kilcrease, Ph.D.
Executive Director
Re: Compensation for Key Employees
Date: November 12, 2009

Executive Council Members

1. Deputy Executive Director

- a. The salary for the position of deputy executive director is determined to be \$165,000 with addition to full family insurance benefits, 20 vacation days, 15 sick days, 2 personal day, the 401K plan as set forth by the association for her given that she is "grandfathered" from the previous defined benefit program, and the necessary travel expenses for duties related to work beginning July 1, 2009, the beginning of the association work year through June 30, 2010 when compensation shall be reviewed again. The association will also provide short term disability benefits as set forth in the attached document.
- b. This salary is based on comparability with salaries of full time principal deputies in the National Association of School Boards "Survey of Salaries and Benefits" 2009. The range of salaries for principal deputies is \$143,132 to \$181,590 and the estimated value of supplementary benefits for full time principal deputies was an average of an additional \$22,000. I also considered the salaries of other leaders in educational organizations in the state of Iowa. For example, the Chief of Staff at Heartland AEA received a salary of \$156,000 plus a 9% TSA. This is a regional position whereas the DED at the IASB is a statewide function. The Director of Education for the state of Iowa is \$154,000 which is a suppressed salary given that it is in state government. This information was taken from public records.
- c. In addition, the salary is based on the additional responsibilities required for her leadership as the Executive Director of the Iowa School Boards Foundation where she is also the lead researcher.
- d. This decision was made by the Executive Director and the Chief Financial Officer and relied upon guidance for executives provided by the Harvard Business Review.

2. General Counsel

- a. The salary for the position of general counsel is determined to be \$165,000 with addition to full family insurance benefits, the 401K plan as set forth by the association, 20 days of vacation, 15 sick days, 2 personal leave days, and the necessary travel expenses for duties related to work beginning July 1, 2009, the beginning of the association work year through June 30, 2010 when compensation shall be reviewed again. The association will also provide short term disability benefits as set forth in the attached document.
- b. This salary is based on comparability with salaries of full time principal deputies and Legal Counsel in the National Association of School Boards "Survey of Salaries and Benefits" 2009. The range of salaries for principal deputies is \$143,132 to \$181,590 and the estimated value of supplementary benefits for full time principal deputies was an average of an additional \$22,000. The range of salaries for Legal Counsel/Policy Services is \$56,000 to \$188,347 and the estimated average value of supplementary

benefits for similar positions was an average of 47%. I also considered the salaries of attorneys serving public and nonprofit organizations in the state of Iowa. For example, attorneys for similar organizations in the metro area range from \$100,000 to \$250,000 based on data from the CFO. The general counsel serves multiple entities in the organization and the work includes contracts, personnel, dispute resolution, and much more.

- c. This decision was made by the Executive Director, the Deputy Executive Director and the Chief Financial Officer and relied upon guidance for executives provided by the Harvard Business Review.